

POLICY TO PREVENT VIOLENCE AND HARASSMENT

Hotel Management, in the context of its actions to address any form of violence, harassment or discrimination against any person or society, having in mind the provision of high quality services within a sustainable framework for itself and society, has formulated its policy of respect.

The Hotel and its Management are committed to:

- To comply with all measures and obligations related to the implementation of the provisions of Part II of Law 4808/2021 concerning the prevention and combating of all forms of violence and harassment, including gender-based violence and harassment, as well as sexual harassment
- To promote the creation and establishment of a working environment that respects, promotes, and safeguards human dignity and every person's right to a workplace free from violence and harassment.
- Not to tolerate any such behavior, in any form, from any person whatsoever.
- To handle any complaint/report within 3 days from the date of receipt.

To achieve this, the Hotel takes the following actions:

- assessment of the risks of violence and harassment in the workplace.
- measures for the prevention, control, limitation, and handling of such risks, as well as for the monitoring of such incidents or forms of behavior.
- actions for informing and raising awareness among staff.
- information regarding the rights and obligations of employees and the employer, as well as of persons exercising managerial authority or representing the employer, to the extent and degree of their own responsibility, in the event of the occurrence, reporting, or filing of complaints regarding such incidents, as well as information on the relevant procedure.
- designation of a reference person ("liaison officer") to guide and inform employees regarding the prevention and handling of violence and harassment in the workplace.
- Protection of employment and support for employees who are victims of domestic violence, where possible, through any appropriate means or reasonable accommodation

Procedure for Receiving and Examining Complaints:

- communication channels – responsible persons.
- investigation and examination of complaints with impartiality and protection of the confidentiality and personal data of both victims and the accused parties.
- prohibition of retaliation against the affected person.
- description of the consequences in the event that violations are established.
- cooperation with and provision of all relevant information to the competent authorities, if requested.

***Staff at all levels of the company are aware of the Hotel's Policy
Of Human Rights and are obliged to contribute to its implementation.***

The Management of the Company is committed to supporting the implementation of the Policy.

10/03/26

The Management